



# Newslink



A Monthly Publication of CSOSA

Volume 2, Issue 5

May 23, 2002

## Special Points of Interest:

- Highlights of April's Events
- A Taste of CSOSA: Coming in June
- IT News
- OGC Reviews the Hatch Act
- CSOSA Success Story: Beyond the Call of Duty
- Newslink Bulletin Board

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## Voice of the Interim Director

As you know, Paul A. Quander, Jr., will soon be sworn in as the first appointed Director of CSOSA. The Senate Governmental Affairs Committee recommended his nomination to the full Senate on May 22nd. His confirmation vote will follow shortly. Mr. Quander brings years of experience in corrections and the courts to this new challenge, and I know he is looking forward to working with all of you.

It's fitting, in a way, that this transition should happen in May, the month of graduations. Across the country, thousands of young people are preparing to start the next phase of their lives. They are both relieved and anxious. Something's over, but something else is beginning. And so it is at CSOSA.

When Mr. Quander takes office, CSOSA will graduate to the next phase of its life. The early years were our childhood, during which we formed and learned our place in the world. My tenure as Interim Director could be characterized as adolescence, the time of establishing identity. With an appointed Director, CSOSA will emerge into young adulthood. Although our growing process is not complete, we can assume all of our responsibilities.

Now that it's almost time for me to let go of CSOSA, I marvel at what we have created. I find myself remembering all the people who

nursed this new Agency through its growing pains and made an incalculable contribution to its development. I know that the culture we have grown here is more enduring than any one person's part in it. We have created a culture that honors each individual's genius, that incorporates and builds on our unique gifts and our collective enthusiasm. CSOSA contributes to the District of Columbia because each of us contributes to CSOSA.

No organization is ever "finished" with development, just as no living thing is ever "finished" with growth. I know that the processes we began will continue and improve. I look forward to seeing what you accomplish with Mr. Quander's help and leadership. I am confident you will give him the same high levels of support and professionalism that you have given me.

I'm sure there are exciting times ahead. And, as just one of CSOSA's many proud parents, I know that you'll do amazing things. You got off to a good start.



Jasper Ormond

## CSOSA's Mission Statement

The mission of the Court Services and Offender Supervision Agency for the District of Columbia is to increase public safety, prevent crime, reduce recidivism, and support the fair administration of justice in close collaboration with the community. The Agency will enhance decision-making and provide effective community supervision, thereby ensuring public confidence in the criminal justice system.

# CSOSA Events

## May 2002 Newslink Calendar

National Asian Pacific American Heritage Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5  Cinco de Mayo	6	7	8	9 2nd Annual CSS Luncheon 	10	11
12  Mother's Day	13	14	15  TSP Open Season Begins	16	17	18
19 ★ MASCA 2002 Training Conference: Partnerships for Public Safety Dover, Delaware 05/19/02 - 05/22/02 ★	20	21	22	23 CSOSA APAH Month Special Observance	24	25
26	27 Memorial Day  (Observed)	28 Multicultural Program & Resource Fair	29	30	31	

**Tuesday, May 28, 2002**

CSOSA & Bell Multicultural High School  
cordially invite you to a  
**Multicultural Program & Resource Fair**  
for offenders & their families  
3145 Hiatt Place, NW, Washington, D.C.



**For more information contact:**

Christine Keels @ 585-7453 or Reyna Cartagena @ 508-1696

## CSOSA Encourages Students From Area High Schools During Last Month's Administrative Support Day Celebration

In honor of Administrative Professionals Week, April 21-27, 2002, CSOSA's Special Observances Committee (S.O.C.) made a special effort to spark interest in future careers centered around administrative support. Students and staff from five D.C. high schools were invited to participate in an informative discussion with agency department heads who explained the functions of their offices and the prerequisites for someone considering a position in their respective fields. Speakers also offered encouragement to students who may not be considering job opportunities within the government post-graduation. Many students left the event with a new perspective on administrative support jobs as well as how such careers help CSOSA to succeed in reducing crime in the community. Thanks to all staff who participated in this unprecedented event and congratulations to the Special Observances Committee for another job well done!



Spingarn Senior High School



Bell Multicultural High School



Dunbar Senior High School



Ballou Senior High School



Roosevelt Senior High School



## NATIONAL CRIME VICTIMS' RIGHTS WEEK

### A Look Back April 21-27, 2002

Submitted by the Bonnie Andrews,  
Victim Services Program Coordinator

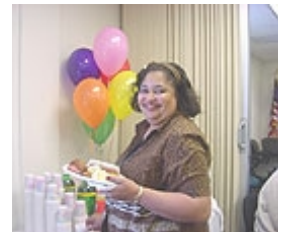
This was the second year CSOSA's Victim Services Program (VSP) recognized National Crime Victims' Rights Week. On Monday, April 22nd VSP sponsored an Open House that offered an overview of projects during the past year; recognition of individuals who have assisted with the development of VSP; refreshments; and a video entitled "The Handmaiden's Tale", which depicted the suffering caused by re-victimization and the long term impact of emotional and physical abuse.

We heard the school bell ring early Tuesday morning, April 23, 2002, as I spoke on Victim's Issues before 50 or more Bell Multi-Cultural High School, students. They were easily engaged by scenarios of victimization and audience role play. The students were not only able to take part in skits, but they had an opportunity to discuss what they had seen, how they felt, and assist in developing safety plans based on the skits. The process alerted the students to the violence which surrounds them, and their feelings about crime.

That evening VSP participated in the Second District's Community Advisory Council (CAC), along with the United States Attorney's Office (USAO). The VSP's mission, the impact of victimization, and the collaborative efforts of CSOSA and USAO were shared with the community. CSOSA's efforts to bridge gaps in services for victims through a Quarterly Roundtable Discussion of service providers was well received by the audience.

Web Developer Sheila Boyd, in the Office of Information Technology, creatively designed VSP's web page to advertise each program CSOSA offered during National Crime Victims' Rights Week. The web page also provided additional resources. I extend my appreciation and gratitude to all those who supported last month's observance and to those who continue to work in support of the VSP mission. Handouts from this year's programs are still available for those who were unable to attend. Please call (202) 585-7360 or e-mail Bonnie Andrews for further information on the Victim Services Program.





### RAIN OR SHINE

Spring was definitely in the air May 9th as staff arrived in large numbers to take part in this year's Community Supervision Services Spring Luncheon. Special thanks to the planning committee and to all those who participated for making the event a huge success. Great food, great company, and a great way to kick off the spring season!



### CSOSA & THE FAITH COMMUNITY CONTINUE TO BUILD MOMENTUM

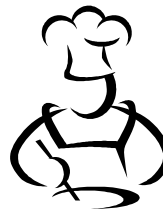
Submitted by Hal Williams, Program & Management Analyst  
CJP



Executive Assistant Sondra Hunt (middle)  
with members of the Faith Community

On May 6th the CSOSA / Faith Community Partnership conducted one of several pre-service training sessions for volunteers who have agreed to become mentors for offenders who have served their prison sentences and are returning to their D.C. neighborhoods. CSOSA staff member, Sondra Hunt was among those who participated in the exchange of respect and information with prospective mentors (shown above with mentor Phyllis Hicks of Kelsey Temple Church of God in Christ). These volunteer mentors represent some of the best the D.C. community has to offer. They have agreed, in collaboration with CSOSA, to use their time and talents to increase the probability that the offenders to whom they are assigned will have the ability to become law-abiding, productive citizens. It is anticipated that a wide range of programs and services will be provided to the offenders by the faith-based community to address numerous needs such as housing, employment, training, transportation and education.

### EXPERIENCE A TASTE OF CSOSA June 2002



In a continued effort to build appreciation for diversity, the Special Observances Committee invites you to add some flavor from your culture in the upcoming Taste of CSOSA/PSA Food Fair. We welcome you to share some of your cultural cuisines with us at our annual Taste of CSOSA scheduled for Wednesday, June 12<sup>th</sup>. This year's scrumptious event will take place in Room 2066 at 300 Indiana Avenue, from 11:00 a.m. until 1:00 p.m. All CSOSA/PSA chefs will have an opportunity to present their favorite dishes for tasting, as well as provide an educational experience about the origin of the dish.



Prospective participants will be asked to provide a platter, crock pot or casserole of their favorite dish, and if possible, bring copies of the recipe. You will not be able to cook at the event, so preparation of your dish will need to be done in advance. Bring your own crock pots or similar devices to keep food warm, and we should have enough refrigeration space around the agency to keep things cold. Recipes, as well as additional information about the food and the cooks will also be posted on the CSOSA Web. All those interested in showing off their culinary skills should contact David Orr at 220-5637 for additional information.



## Office Updates

### EEO UPDATE : ALTERNATIVE DISPUTE RESOLUTION

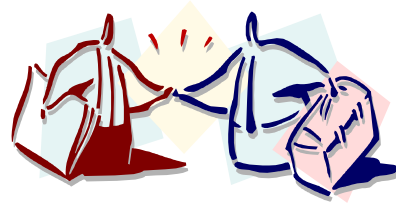
Alternative Dispute Resolution (ADR) is a method of resolving conflict other than formal adjudication, such as litigation or administrative proceedings. One form of ADR used within CSOSA is mediation. Mediation is a forum in which a third-party neutral facilitates a discussion among the parties involved and assists the parties in reaching an agreement. This neutral (known as the mediator or facilitator) also makes suggestions or assists the parties in creating options that may bring about a resolution or agreement to their particular situation. Currently, CSOSA contracts with the Federal Mediation and Conciliation Agency to provide mediation services.

The discussions during the mediation sessions are kept confidential. However, if an agreement is reached, the terms of the agreement will be put in writing by the mediator for all

the parties to sign to ensure that the terms of the agreement reached during the session are understood.

ADR is also less time consuming than litigation or the administrative process. So, before filing a complaint, consider using the ADR process and having your matter resolved promptly.

For more information, contact an EEO Counselor or the Office of Equal Employment Opportunity, Diversity & Special Programs at (202) 220-5467.



### IT NEWS FROM THE OFFICE OF INFORMATION TECHNOLOGY



As many of you know, Information Technology is working very hard to make your computing environment as useful and trouble-free as possible. To that end, we would like to share with you some of the recent strides we have made; what we are currently working on; and give you a peek into some future projects we are investigating.

Field Support has just completed moving our Agency to the next step in IT support, remote control. This function allows our Helpdesk Analysts to take control of your PC and fix your problem immediately! If you haven't tried it yet, please do. We think you will be pleasantly surprised. One important note: we cannot take control of your computer until you allow us to do so by responding to a pop-up box. Our Infrastructure group has completed the necessary server configurations so that many of you can begin telecommuting. The Development team brought you the new web portal page, a quick and easy way to access all of the many web applications in use at CSOSA.

Currently, Infrastructure and Field Support are working jointly on the Windows 2000/Office 2000 upgrades. The Windows 2000 operating system is much more secure and stable. We are also standardizing the desktops with the same software applications. The net affect is a more reliable workstation with faster access to the network. Many of our sites have already

been converted. We hope to have the Agency completed by the end of June. On the Development side of IT, we are busy fine-tuning the SMART application and data that was transferred.

Information Technology, we hope you will agree, has made many beneficial changes and improvements in the last year and we're not done yet! Some of the projects we are investigating include desktop faxing. This will enable you to fax documents directly from your screen and receive incoming faxes at your desktop! Desktop scanners will enable you to scan and then fax hard copy documents. We are also evaluating products that will enable a mobile workforce. You will be able to receive your email on your cell phone, SMART access will be available via a handheld pocket PC, all through wireless connections. We will be implementing a SAN (Storage Area Network). This is a data warehousing concept that will put all of CSOSA's data in one place for speedy, efficient access. Development plans to revamp the CSOSA web page with an exciting new look and feel.

We want to convey our appreciation to all of you for the patience and understanding you have shown to us as we work through the many issues that we have encountered during these enhancements and welcome your comments and suggestions.



## REVIEW OF THE HATCH ACT

Submitted by **Linette A. Lander**,  
Assistant General Counsel

An elected official for whom I worked in the past millennium sometimes reacted to an unusual vote or public statement by fellow legislators with "Ah yes, the silly season is upon us again," meaning that their conduct was geared for an upcoming election.

Well, the "silly season" is coming soon, which makes it timely to review the requirements of the Hatch Act (Act). As you learned from CSOSA's ethics training, the Act restricts the political activity of District of Columbia and federal executive branch employees. This article will focus on federal employees as candidates for elective office and should provide some guidance in reference to prohibited and permissible activities under the Act from the U.S. Office of Special Counsel (OSC), which enforces the Act.

The general rule is that a federal employee may not run for office in a "partisan" election. A partisan election is one in which candidates participate as representatives of parties that received electoral votes in the preceding Presidential election. The only nonpartisan elections in the District of Columbia are for Advisory Neighborhood Commissioners and School Board members.

An exception to this rule exists for residents of certain municipalities or political subdivisions listed in the federal regulations as "designated localities." Some examples include Annapolis, Hyattsville, Prince George's County, Rockville, Arlington County, and Manassas. Residents of those places are permitted to run as independent candidates in local partisan races without violating the Hatch Act. The rationale given for establishing these designations is that "because of special or unusual circumstances, it is in the domestic interest of employees to participate in local elections." 5 C.F.R. § 733.107(a). The same treatment may be extended to residents of municipalities where a majority of the voters are federal employees. It should be noted, however, that the District of Columbia is not a designated locality.

Federal employees who run as independent candidates must avoid actions that may transform their candidacy into a partisan effort. OSC has recently issued advisory opinions that underscore the fact that state and local laws only create a refutable presumption that a particular electoral race is non-partisan. Evidence to the contrary, including interactions of a candidate with representatives of major political parties may rebut the presumption and transform the candidacy into a partisan one. Advertised endorsements by a major political party or an individual expressly affiliated with such a party, or the use of campaign resources of that party, may transform an independent candidacy into a partisan one. These cases

are very fact-dependent and federal employees should seek advice from agency counsel or ultimately request an opinion from OSC.

Another issue is, what triggers the beginning of a candidacy for Hatch Act purposes. The OSC has stated that "any action which can reasonably be construed as evidence that the individual is seeking support for or undertaking an initial **campaign**" would constitute candidacy (OSC Advisory Opinion, 3/19/99). Examples include circulating nomination petitions, soliciting or receiving contributions, meeting with individuals on campaign logistics, or holding a press conference concerning a possible campaign.

Finally, OSC has advised that a federal employee on a leave of absence remains covered by the Act (OSC Advisory Opinion, 5/20/98).

For additional information, please consult the OCS Web page on [http://www.osc.gov/hatch\\_a.htm#fed\\_do](http://www.osc.gov/hatch_a.htm#fed_do) or contact any attorney in OGC at 220-5355.



## INTRODUCING THE INFORMATION TECHNOLOGY RESOURCE AND TRAINING CENTER (ITRC)

Submitted by **Michelle L. Gaskins**, IT Trainer  
Training and Career Development



Do you have projects or presentations  
that you need a little help with?  
No Problem...

**ITRC is Here For You!**

ITRC, located on the 6th floor at Indiana Ave., is a collaborative effort between CSOSA's Office of Information Technology and the Office of Training and Career Development. ITRC can provide you with private 15 minute training sessions on Microsoft Word, Excel, PowerPoint or Outlook.

**Information Technology Instructors are here to assist you with:**

- ✍ Creating Tables
- ✍ Revising PowerPoint Presentations,
- ✍ Creating Templates,
- ✍ Tracking Changes
- ✍ Computing Worksheets

**It's easy to register, just contact the IT Help Desk to  
schedule your session.**

**It's Just That Easy.**

### ► NOTE: THIS IS NOT A TRAINING CLASS

*You must have taken an IT Training Class on the software  
you are requiring assistance within the past 6 months.*

# CSOSA SUCCESS STORY

## BEYOND THE CALL OF DUTY

Submitted by CSO Tosha Trotter & SCSO Melody Piper,  
Branch IIB, Team 4

*(Names have been changed to protect privacy rights)*

Ms. Smith was a 19-year old neglected and abandoned woman with no support from family or friends. She had been placed on probation for one year in reference to a simple assault offense. Ms. Smith was residing in an independent living program and attending a local high school for challenged individuals. She was reading on a 2<sup>nd</sup> grade level and was not prepared to deal with the curriculum of a GED program.

Records reflect that in her early teens Ms. Smith became a ward of the state, following a social service investigation that revealed her mother had involved her in prostitution instead of allowing her to attend school. According to Ms. Smith, her mother allowed her to smoke marijuana to make her feel more comfortable and relaxed while she was with strange men. When Child Protective Services further investigated her situation they learned that she was also involved with a 57-year old man.

The Court removed her from the home and ordered her to live with her grandmother, who had an unhealthy number of people in and out of her house. While in the care of her grandmother, Ms. Smith reported being molested by an uncle. She reported the incident to her family and the caseworker, but no investigation was conducted. As a result of her fear and lack of support, she lived on the streets many nights, afraid to go home. She had lost all trust in the system and her family.

When she initially reported for supervision, she wore a purple Pokémon backpack and I honestly thought she was in the wrong place. Her self-esteem was visibly damaged. I spoke with her caseworker and quickly learned that this offender was not having her needs met. She lived in a very high-risk neighborhood and often complained about having to walk from the bus stop to her apartment. She was afraid of being taken advantage of by the men in the neighborhood and of the gunshots she heard at night.

Her apartment was vandalized during the beginning stage of her supervision. During a home visit I spoke to the landlord, who until that time had not fixed the lock on the door. I spoke to the caseworker and insisted on a change of address to a more secure apartment complex in a safer neighborhood. I was gaining her trust.

I developed a partnership with the school officials as well as her teachers by attending staffings, Individualized Educational Plan meetings and conferences with the behavioral specialist. I referred the offender to an educational specialist who tutored her during the week and offered yet another positive role model in her life. Within six months she was reading on a sixth-grade level. She earned a position as editor for the school newspaper, became president of her student class and was awarded

Student of the Month honors. I later referred her to a mentoring program that provided additional support and actual life skills training. After contacting the manager at McDonald's Inc., Ms. Smith was scheduled for an interview and eventually she was hired.

It appeared the offender was well on her way to positive adjustment when she reported to my office one day and said, "I was raped last night". I notified my supervisor, Ms. Piper and we conducted immediate crisis intervention. I notified MPD and held her hand as she recanted the details of the incident. I accompanied Ms. Smith to meet with her caseworker, who arranged for the offender to receive rape counseling and medical attention.

As a result of the trauma, her attendance in school declined, she began using marijuana and missing appointments with her mentor and educational tutor. Although I was empathetic to her situation I reminded Ms. Smith of the conditions of release and the guidelines of CSOSA. I informed her that using illegal substances and failing to maintain contact with the programs was a violation of her probation. She was sanctioned and referred to the Central intervention Team (C.I. T.) for treatment recommendation.

Ms. Smith began missing days from work and was eventually dismissed from her job. At one point, she expressed excitement about the possibility of being pregnant (wanting someone to love her). I referred her to the Public Health Clinic and she learned she was not pregnant.

After she was instructed to report to detox followed by 120 days of inpatient treatment, I contacted her caseworker regarding securing her apartment while away in the program.

Continuing on a downward spiral, Ms. Smith absconded from the program and a violation report was submitted to the judge. After eight months of supervision and three violation reports, a Show Cause Hearing was scheduled. The judge revoked her probation and accepted my recommendation that she be placed in the Adjusting Our Attitude Training Program, which would address her substance abuse issues, emotional issues and educational needs. The caseworker agreed to place her file in a holding status, which would allow her to return to her current living address after release instead of being homeless. She will also be eligible to receive continued counseling upon release.

Ms. Smith's situation presented many challenges, many of which will take time to overcome. But through proper assessment, imposition of sanctions and conducting follow-up I was able to closely monitor the offender's progress and provide her with a purposeful community supervision experience. By addressing all of CSOSA's Critical Success Factors as well as the needs of the offender, reducing the recidivism rate can be reached one case at a time.

*Note: Tosha Trotter is assigned to NEFU. She shares the responsibility of providing supervision for offenders in PSA 502.*

## Employee Focus

### **FAREWELL TO ELIAS KIBLER: A CSOSA Hall of Fame Inductee**

**By Erika N. Evans, Office of the Associate Director, CSS**

After 37 years of dedicated service, it's hard to believe Community Supervision Service's Deputy Associate Director Elias Kibler has turned in his CSOSA badge for a set of golf clubs. April 30, 2002 marked the last day I would ever hear the man I've come to know as D.A.D. ask, "How's it going Lois?". When I began working next door to his office at 300 Indiana Ave., Mr. Kibler quickly warmed me up to my new position as editor of the agency's newsletter by calling me Lois Lane (Metropolis's femme fatal newspaper writer in the infamous Superman comics). Needless to say, his warm sense of humor made me feel right at home and I will always be thankful to him for setting out the welcome mat.

Elias Kibler received his undergraduate degree at Benedict College in Columbia, South Carolina and his Masters from the University of Maryland College Park. After graduating from Benedict, his greatest ambition was to play professional baseball (how many of us knew Mr. Kibler had a 9 and 0 record with a no hitter during his senior year in college as a pitcher and was actually scouted by Buck O'Neil, a player in the historic Negro League and a scout for several other professional teams?), but because of segregation and the prejudices that corroded professional sports during the 1960's, his dream of playing in the major leagues was met with the grim realities of racism. When his first job prospect out of college offered little means for him to make a living, Mr. Kibler left his hometown for the growing opportunities available in Washington, DC. Like so many seasoned veterans within the agency, Elias Kibler's tour of duty at CSOSA began as a result of the 1997 Revitalization Act, which effectively merged probation and parole functions in the District. But his professional legacy began long before that groundbreaking event.

Mr. Kibler began his career as an Institutional Counselor at Forest Haven, a facility for mentally challenged youth. It was that humbling experience that he says really set the stage for learning to be thankful for his own capabilities. Following that adventure, Mr. Kibler began working with juvenile delinquents at Cedar Knoll in 1966. With his history as a baseball player, he served as the facility's Athletic Director, helping to deter criminal behavior among young men ages 12 to 18. From there Mr. Kibler began his experience in the field of corrections and became a Classification and Parole Officer at Lorton Correctional Facility in 1969. He was transferred to adult parole supervision under the Department of Corrections where he worked as a field parole officer until 1971. Within that position, Mr. Kibler was instrumental in developing the Department's first Mental Health Team. In 1978, Mr. Kibler was promoted to Supervisory Parole Officer

and in just two short years he became the Director of Parole Supervision Services under the Board of Parole (BOP). The rest as they say, is history.

Elias Kibler is a man of many convictions, one of them being that there are certain values one must have in order to be successful regardless of what profession they wind up in. Those values, he says, are being open-minded, having a positive attitude and being committed and dedicated to whatever task you've been charged. He also believes that work is essential to a person's growth, "...for that reason alone, your job or career should be centered around something you love to do", he says. Mr. Kibler admits that he has truly loved the work that he has done over the years, and because of that, he believes he has had a very rewarding career. "I've met a lot of influential people, on both sides of the criminal justice system. My experiences have taught me a lot and have even helped me to be a better father".

Mr. Kibler maintains that CSOSA is on the cutting edge of community corrections and has a great vision of what is needed to bring about needed change. He believes that through increased resources and the continued commitment from staff that CSOSA will inevitably become the leading agency in community corrections.

He jokes about the "old days" when if the offenders on your caseload didn't make the newspapers, you were considered successful and how ironic it is that the city is now demolishing one of the buildings where he used to work to make way for new development. Although he says he doesn't consider closing this chapter in his life as an end and that he hopes to continue a relationship with the agency in some capacity, I couldn't help but notice a very pleasing grin on his face when he admitted that he would spend his retirement traveling, playing golf and just enjoying life.

You may not have gotten a chance to be immortalized in the National Baseball Hall of Fame, but your name and your legacy of dedicated service will be permanently engraved in CSOSA's Hall of Fame! Good luck Mr. Kibler, you will be missed!





## EMPLOYEE MILESTONES

### NEW EMPLOYEES FOR THE MONTH OF APRIL

#### *Office of Community Justice Programs*

David Huffer  
Abdul Salaam

#### *Office of Community Supervision Services*

Quentin Miner  
Monika Brown

### ONE YEAR ANNIVERSARY WITH CSOSA AS OF 04/30/02

Kisha Sewell

### 5 YEARS OF FEDERAL SERVICE

Yolanda Kent  
Estelle Sunkins

### 10 YEARS OF FEDERAL SERVICE

Nea Thompson

### 20 YEARS OF FEDERAL SERVICE

Linda Lonzer

### 25 YEARS OF FEDERAL SERVICE

Ellen Turner

### 35 YEARS OF FEDERAL SERVICE

Roosevelt McIlwain, Jr.

*Congratulations to the  
CSOSA Family!*

## HEALTH & FITNESS

### May is Allergy and Asthma Awareness Month

#### WHAT IS ASTHMA?

*(Adapted from the Asthma and Allergy Foundation of America)*

Asthma is a chronic lung disease characterized by inflammation of the air passages, resulting in the temporary narrowing of the airways that transport air from the nose and mouth to the lungs. It is this country's most common and costly illness.



The prevalence of asthma has been increasing since the early 1980s across all age, sex and racial groups. However, the prevalence of asthma is higher among children than adults, and higher among blacks than whites.

We do not know for certain why some people get asthma and others do not. To some extent, asthma is hereditary. People whose brothers, sisters or parents have asthma are more likely to develop the illness themselves. Allergies can trigger asthma in some people. People who develop allergies to certain substances, to which they are constantly exposed to (particularly animals and house dust mites), are at an increased risk of developing asthma.

Although asthma cannot be cured it can be controlled. For a closer look at asthma, visit the Asthma and Allergy Foundation of America (AAFA) at [www.aafa.org](http://www.aafa.org).



### HEALTHY LIVING WHOLE

By Kisha Sewell, Office of Facilities

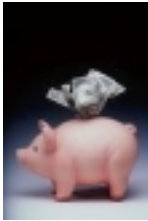
The path to joy, happiness and wholeness is when we come to see ourselves in relationship to other people, animals, plants, and benevolent beings together in a sensitive, and sustainable ecosystem. When we choose to break down barriers that we have been conditioned to place around ourselves to keep us isolated, we will begin to feel the wondrous feeling of **Oneness** and **Love**.

Remembering that it is important that our beloved **Mother Earth** needs our cooperation for us to have a reliable place to dwell, we must care for Her and get along as a **Family**. We must understand the purpose of loving our planet; for then, she will respond to us by giving us everything we need. When we look deeper, interdependence and harmony is the message of wisdom. Finding ourselves within a group that shares a common vision, we work actively together to carry out our common purpose. There's a myriad of purposes, and ideals. Whether we be a part of a community that is formed to create a family neighborhood or to focus on a mutual philosophy or mission, we are choosing a more expanded version of reality as we share our knowledge with each other, our families, culture and society.



## VARIETY PAGES

### THRIFT SAVINGS PLAN OPEN SEASON



The Thrift Savings Plan (TSP) open season begins **May 15, 2002** and ends **July 31, 2002**. During the open season, you may begin contributing to the TSP or change the amount of your contributions.

#### New Employees

Employees covered by the Federal Employees Retirement System (FERS) or the Civil Service Retirement System (CSRS) are eligible to contribute to the TSP **immediately upon appointment** during an initial 60-day sign-up period. However, FERS employees are not eligible for agency contributions until they complete the waiting period currently required for eligibility to participate in the TSP (generally two open seasons).

#### Contribution Election

FERS employees can elect to contribute up to 12% of basic pay earned each pay period; CSRS employees can elect to contribute up to 7% of the basic pay earned each pay period. The maximum annual amount that can be contributed is \$11,000.

#### How to make a contribution election

To make a contribution election, submit Form TSP-1, Election Form, to the Office of Human Resources. Forms are available on the **TSP Web site** at [www.tsp.gov](http://www.tsp.gov) or from the Office of Human Resources. You may also change your contribution amount by going online and visiting **Employee Express** at [www.employeeexpress.gov](http://www.employeeexpress.gov), which requires that you have a personal identification number (PIN).

#### When elections become effective

If your election is received before June 28, 2002, the effective date is June 30, 2002. Your earnings and leave statement, dated, June 30, 2002 through July 13, 2002, reflects your election. If your election is received after June 28, 2002, the effective date is the first full pay period after receipt.

#### Where to get more information about the TSP

The booklet **Summary of the Thrift Savings Plan for Federal Employees** describes the TSP in detail and contains more information about contribution elections, contribution allocations, and inter-fund transfers. The latest version of this booklet is dated May 2001 and is located on the TSP Web site.

- ❖ If you have additional questions contact Tony Mitchell in the Office of Human Resources at 220-5610.



**CELEBRATE  
ASIAN PACIFIC AMERICAN  
HERITAGE  
May 2002**



President Jimmy Carter signed a joint resolution declaring the first Asian Pacific American Heritage Week as May 4-10, 1979. In 1990, President George Bush signed an extension making the week-long celebration into a month-long. Finally, Public Law 102-450 approved in October 23, 1992, designated May of each year Asian Pacific American Heritage Month (APAH Month).

Asian Pacific American is a political appellation that encompasses many ethnic groups with diverse backgrounds, histories, languages, and cultures. The term attempts to give expression to cultural, linguistic, and ethnic diversity while recognizing common historical experiences in American history. APAH Month celebrates the collective accomplishments of these communities.

### Spotlight on a Notable Asian American

*Government Official*

**Bill Lann Lee**



Son of Chinese immigrants who ran a laundry in New York City, Bill Lann Lee graduated from Yale University and Columbia University Law School. He became a civil rights lawyer, serving as western director for the NAACP Legal Defense Fund. Lee became the highest-ranking Asian-American law enforcement official in the United States when President Clinton named him assistant attorney general for civil rights in 1997.

### CSOSA GOLFERS SCORE!

A team composed of newly-retired Deputy CSS Director Elias Kibler, Human Resources Director David Orr, and two former D.C. Corrections employees, Marvin Tisdale and Clint Holmes, placed fourth in the recent 6<sup>th</sup> Annual Marshall Heights Open Golf Tournament held on May 20, 2002.

The tournament is sponsored by the Marshall Heights Community Development Organization, which is a non-profit community-based organization whose main objective is to address the housing and community development of residents in Ward 7.

The tournament is held at Marlborough Country Club and raises money for scholarships and summer jobs for Ward 7 youth. This year, at least nine full-time jobs and six scholarships will be funded from the tournament proceeds.

Any CSOSA duffers interested in playing in next year's (2003) tournament should contact David Orr by e-mail.





## Newslink Quote of the Month

"If you are patient in one moment of anger,  
you will escape a hundred days of sorrow."

-Chinese Proverb

Do you have an interesting quote you  
want to share? Contact the Newslink  
and spread the word!

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### ***Note from the Editor:***

*This concludes another edition of the CSOSA NEWSLINK. As we approach another month, try and remember that a positive mind always finds a way to get the job done while a negative mind always looks for ways the job can't be done. Make sure you are utilizing a positive mental attitude, one that will attract opportunities to you. Know that whatever situation comes your way, you will always do the right thing towards the right outcome!!*

*Thanks to everyone who contributed to this month's publication. I welcome your thoughts and suggestions on how we can continue to evolve our Agency's newsletter into a meaningful source of information for all staff. If you have any ideas, please feel free to contact me. Thank you for your continued encouragement and support!*

*With warmest regards,*

**Erika N. Evans**

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